

## Engagement Policy

Tata Hitachi Construction Machinery Company Private Limited ( The “Company”) believes in effective stakeholder engagement and to develop co-operative and mutually supportive relationships. Our stakeholders are identified as the individuals or groups who can impact or are impacted by our activities either directly or indirectly.



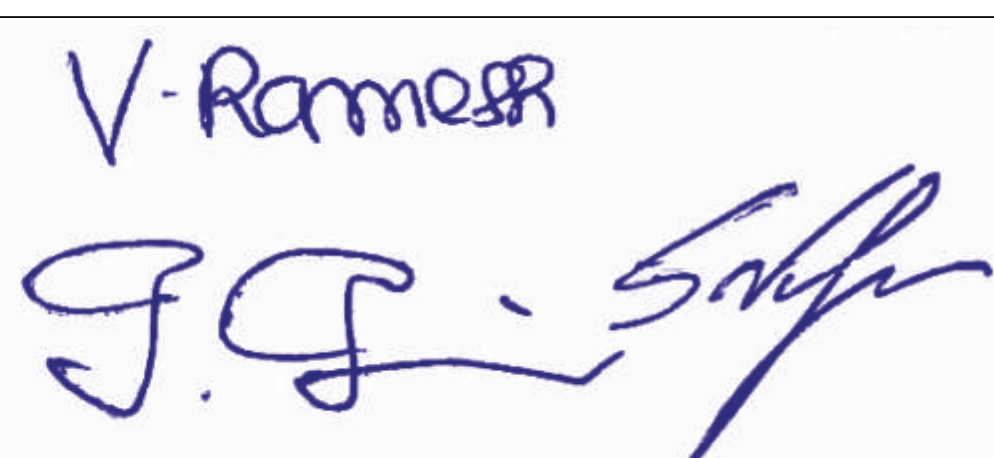
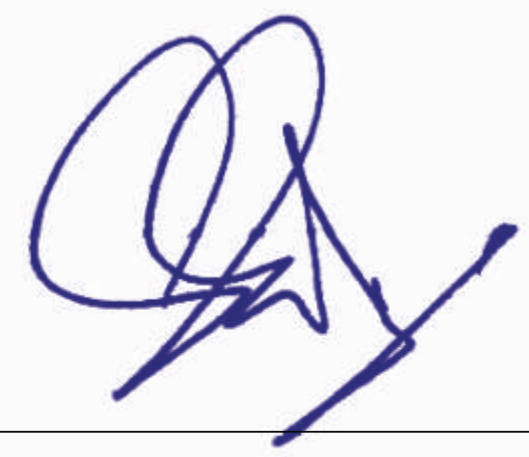
The Company identifies its stakeholders and builds enduring relationships that demonstrates mutual respect, proactive engagement, honesty and transparency and brings in mutually beneficial opportunities, and communicates with its stakeholders in a relevant, inclusive, timely and responsive manner based on voluntarily accepted obligation.

The Company educates its workforce, contractors, business partners and service providers with regard to cultural differences and diversity at the workplace and respects the diversity of indigenous, marginalized and vulnerable people and also acknowledges the unique connection that stakeholders bring in for collective sustainable development.

The Company strives to outperform its obligations under legislative and regulatory guidelines and any agreements entered into with the community, including encouragement of business and contracting opportunities.

The Company Communicates with stakeholders on the impact of the Company’s actions and engages with stakeholders prior to the implementation of policies or actions. The company engages with its stakeholders-Customers, Dealers, Vendor partners, Employees, Community, Media, and Government bodies etc. at various events as per laid down policies.

Version No.	Issue Date	Brief nature of changes
1	January 1, 2017	Initial release

Proposed by	Checked by	Recommended by	Approved by
			
Ratan Prakash	R E Rao Shahid Ashraf	Shin Nakajima, V Ramesh Toru Takatani	Sandeep Singh
Asst. Divisional Manager	Sr. GM (Special Projects), Head (HRD)	Director S & M, VP (OE), Alt. Director	Managing Director